

The bi-monthly Accountability Board is the principal formal meeting between the Police and Crime Commissioner (PCC) and Chief Constable. It provides a structured forum for open and constructive challenge on the efficiency and effectiveness of the Force and delivery of the Police and Crime Plan. Its standing agenda covers actions, inspections and audits, collaboration and partnerships, strategic risks, people, finance, performance, and current or significant issues.

The PCC chairs the Board.

SUMMARY OF MAY 2026 BOARD:

The Accountability Board reviewed:

- Strategic oversight across risks, resources, finance, performance, and policing services.
- Key actions focused on improving monitoring, reporting, and public-facing delivery.
- Force recorded £0.388 million overspend at that point, while savings plans and improved grant accounting reduced projected pressures.
- Workforce planning addressed officer strength, attrition, sickness, recruitment, and balancing establishment by January to March 2027.
- Performance priorities included public confidence, firearms licensing pressures, the Race Action Plan, and a dashboard scheduled for July 2026.

ACCOUNTABILITY BOARD: FULL ACTIVITY SCHEDULE MAY 2026

PRESENT: Chief Constable (CC), Deputy Chief Constable (DCC), Assistant Chief Constable Local Policing (ACC LP), Assistant Chief Constable (Crime, CJU and Specialist), Assistant Chief Officer Resources (ACOR), Force Chief Finance Officer (FCFO), Force Head of Performance and Service Improvement (FHPSI), Force Head of People (FHOP), Force Strategic Planning Supt (FSPS), Police and Crime Commissioner (PCC), OPCC Chief Executive (OPCC CE), OPCC Head of Assurance and Statutory Duties (OPCC HASD), OPCC Chief Finance Officer (OPCC CFO), OPCC Deputy Chief Finance Officer (OPCC DCFO), OPCC Communications Officer (OPCC CO), OPCC Assurance Officer (OPCC AO), OPCC Assurance and Volunteer Supervisor (OPCC AVS).

ITEM	REPORT	BRIEF DESCRIPTION	ACTION	OWNER	TIMESCALE
1	Welcome and Intros	Apologies: None received.			
Inspections, Audits and Reviews					
3	HMICFRS Update	DCC discussed gradings and direction of travel. New methodology in place around closing loops and reality testing. Commands engaged and clarity around evidence gathering for audits and ongoing performance monitoring. Police and Crime Plan features in Annual Governance Statement (AGS) section, however will be noted and referenced clearly. Community in place of good practice used amongst other forces which supports systematic approach and links with learning to ensure awareness of other force and future inspections.			
Collaboration and Partnerships					
4	Information Services Update	Staff currently in week two of formal consultation. Due to finish June, nothing further to report.			
Risks					
5	Force Strategic Risk Register	Salix risk to be closed. Job Evaluation scheme resolved and moving forwards incorporating agreed scheme. New risks - Health Care and Forensic Service Provision in Custody - primarily legal risk around current provision of expanding Care in Custody. Set at medium. New risk around Motorola Footage assessed as medium. All other risks are static.			
People					
6	People Services Update	Discussed police officer numbers (TOM establishment: 2256, Strength at 2305). Currently tracking movement, police office attrition still under national average at 5.8%. Police staff attrition decreased from 10.8% in previous year to 8.8%. Previous indications used to predict attrition not currently viable (pensions, pensionable service, retirement point etc). Analysing to understand change and help improve predictions, particularly over next 12-18 months. Looking for TOM and Strength to balance January to March 2027. Depends on factors such as cost of living, job/financial security, economics. Work ongoing between workforce staffing and finance on improved info sharing. Ongoing engagement of individuals waiting for officer recruitment ongoing, including alternative options like specials recruitment, face to face updates and alternative options. Currently approx. 130 Specials. Awareness of specials recruitment costs and implication of attrition should officer recruitment reopen is being monitored. Focus on attracting lifetime specials. Police Staff sickness has reduced. Police Officer sickness has increased, however still lower than April 2024. Assessment of 2025-26 show highest reason for absence is psychological disorders, followed by miscellaneous then respiratory conditions which does show seasonal variation.	'Good Place to Work' survey results to next meeting.	ACO Resources	July 2026

Finance and Procurement					
7a	Finance Update (including Civil Claims information)	Report improvements to be included for next year's reporting. £0.388 million overspend for full year. Previous report in month 10 showed £1.3 million overspend. Improved in last 2 months by over £1 million, particularly around external events and football income. Op Balance promoted across the Force. Reduction in utilities bill due to mild winter. With reference to neighbourhood policing grant, report from period 10 did not account for all income streams. Report shows further inclusion of monies, resulting in £800K grant fund and contingency pot now accounted for which has improved financial situation. Concerns still include continuation of overspend on pay budget, but plans to manage this. Issues around legal provision requirements and impact of increased payouts. Budget pressures around pay identified and being closely monitored. Points raised regarding current report format and format is being amended ready to present new layout at next meeting. OPCC CFO requested better awareness around timeliness of processes including billing/invoicing to ensure cashflow demand is covered and prevent unnecessary borrowing. Proceeds of Crime income should be drugs confiscation monies – OPCC has nothing in the column, this was queried and reasoning as to why. Noted this was recorded elsewhere and not part of Finance. Request made for next year-end report due date to be reviewed to accommodate setting of year-end numbers and ensuring all is collated to reflect true picture.	FCFO to draft new finance update report style for consideration at the next meeting	FCFO	July 2026
7b	Op Balance Update	Currently identified savings for this and next year, along with any emergency savings to be made. Further monitoring to be carried out with key partners. PCC made it clear that identification of savings is easier part and wished Force best with implementation phase.			
Performance					
8a	Police Performance Framework Update	Police performance system up and running, receiving reports of any exceptions or queries from the data. Police Performance Dashboard scheduled to go live in July. Digital performance pack will be available on 29 May and continue to be accessible until dashboard has gone live. Areas of risk identified around Public Confidence and Trust. Chief Officers looking at what is driving performance. Crime Survey for England and Wales (CSEW) has comparable questions that score differently to OPCC data, particularly around confidence. Concerns raised around dealing with people not contacting police due to feeling there is little point, noted that this will be looked at by the Force. Additional reporting mechanisms being put in place. Difference between internal metrics and CSEW national reports to understand satisfaction and crime levels with view to identify where we are doing well and transfer those skills to improve other areas. Awareness that CSEW only reports at Force level, not local authority level, compared to OPCC survey that is broken down to Ward areas. Noted more urban areas tracking lower than rural, but correlation between higher perceived levels of visibility to confidence. Consideration around communication styles and adaptation for areas would help. Data coming through from DA and Stalking with view to adapt and identify learnings. Force Victim Focused Meetings discussed ongoing work around action plan and collaborative work with OPCC to identify insights. Also sharing of ASB data. Request for additions to OPCC survey that will be of use to the Force. Concern around variance between HMICFRS and Home Office methods of monitoring performance.			

8b	Police Conduct	DCC updated. Date on table marked as 'Not Known' will be clarified for next report. Organisational learning - ethical dilemmas may use Ethics Panel as forum as required. Criminal matters may need further identification as to whether Police Officer or Police staff and any link to service. Early warning system for those that may require follow-up action to meet legislation.			
8c	Firearms Licensing Update	Humbersonside Police recognise this is area of pressure. New grants are at 672, approx. 1,500 renewals in queue and approx. 800 temporary permits issued in line with best practice. Consideration around support from Rural Crime Team to support licensing, however awareness around requirement for specific training to ensure assessment meets requirements. New national system still due and efficiencies when it comes in. Complaint figures queried and will be provided. Individuals contacting the department direct, which distracts from license processing. College of Policing have done peer review and now a course for practitioners. Discussed mitigation around extending of licenses and Force looking at increasing efficiency through improved contact from long-term license holders for example.			
8d	Operation Soteria and Perpetrator Schemes	Feedback received from second self-assessment which identified that, whilst there is some work to do, Force still in a good position. Confident that Force has right culture and commitment. Force already has specialist individuals in place but now looking at incorporation of specialist teams, working through a proposed model. Concerns around CARA, criteria changed recently, to widen to medium cases. Teams aware of expectation to look at conditional cautions over simple cautions. Concerns raised that we are keen to increase access to CARA. Impacts on confidence to apply for other opportunities, given ability of Force to access provisions, therefore encourage use. Wider CJS issues around victims will be discussed further with relevant partners. Force to provide further information about themes identified and look at information sharing agreement signoff. Force reviewing Drive initiative and how much of a role dedicated to it.			
Current and Significant Issues					
9a	Race Action Plan	Four work streams in place and has an allocated Bronze. Firm Bronze Silver Gold in place to complete a maturity matrix by December 2026. Force feel this structure is capable of meeting requirements to ensure matrix is completed. Consultation with Strategic People Board mid-August and Chief Officers with view to submit by September 2026.			
9b	Estates List	Confirmation that this paper is to be published on PCC website.			
9c	ICV Scheme Manager Annual Update	Annual report due to be published. New Independent Custody Visitor (ICV) recording app in place and request for demos nationally.			
9d	Strategic Policing Requirement	PCC thanked the Force for a good paper. Request for report to be provided for website.	Report for website	FSPS	July 2026
9e	Front Counter Update	Time and motion study in 2025 identified. Official consultation completed. Costs identified and potential for reduction in savings, however this will be observed. Ensuring full welfare wraparound in place. New opening hours will be advertised. Phase 2 of process will review technology for both closed and remaining open offices to ensure all services required will still be met and how. This will include monitoring usage of differing access points and demands pending locality and seasonal variances. Confirmed that ensuring service requirements from community is priority.			
9f	Road Safety Update	Update provided.			